

**By Johnson**

**Amending Title 2, Chapter 20 of the Minneapolis Code of Ordinances relating to Administration: Personnel.**

The City Council of The City of Minneapolis do ordain as follows:

Section 1. That the Minneapolis Code of Ordinances be amended by adding thereto a new Section 20.475 to read as follows:

**20.475. Minneapolis Department of Community Planning and Economic Development incentive plan. (a) Definitions.**

*Dependent.* Dependent has the meaning given in Minnesota Statutes, section 62L.02, subdivision 11.

*Eligible employee.* For the purposes of this section, an eligible employee means an employee of the Minneapolis Department of Community Planning and Economic Development who is either a member of AFSCME Local 3419 (including an employee who pays fair share) or a member of General Laborers Local 563 (including an employee who pays fair share) and who has either accumulated twenty (20) years of full-time service with the Minneapolis Community Development Agency, its predecessors, and the City of Minneapolis, or whose age plus years of service credits with the Minneapolis Community Development Agency, its predecessors, and the City of Minneapolis equals at least eighty (80).

*Employee's health care savings account.* The employee's account in the City's Health Care Savings Plan established through Minneapolis City Ordinance, Section 20.340.

*Full-time service.* For the purposes of this section, full-time service means service with the Minneapolis Community Development Agency, its predecessors, and the City of Minneapolis in a position which requires the service of an incumbent one hundred (100) percent of the normal work week on a year-round basis. Service on an intermittent, seasonal, or part-time basis shall also be counted towards full-time service in direct proportion to the time actually employed. Time off pursuant to the Family Medical Leave Act, paid or unpaid, shall count toward full-time service.

*Health care coverage.* Health care coverage means the group coverage insurance premium for health care plans offered to City of Minneapolis employees. Health coverage does not include the City Dental Plan, Employee Assistance Program (EAP), the City of Minneapolis Voluntary Employees' Beneficiary Association Health Benefit Plan (VEBA), ChiroServe, Health Care Flexible Spending Accounts, Dependent Care Accounts, group life insurance, group long term disability insurance, or any other City of Minneapolis employee benefit.

(b) *Plan*. Any eligible employee who has submitted a signed and completed participation form to the human resources department to the attention of the employee relations director prior to or on December 10, 2004 and who separates from service no earlier than sixteen (16) days after submission of the completed election form but prior to or on December 31, 2004, will receive Option 1 or Option 2 as elected in the participation form.

(c) Option 1.

- (1) A lump-sum payment of twenty-five thousand dollars (\$25,000.00) deposited to the employee's health care savings account.
- (2) Continuation of the city's contributions to employee's city sponsored health care coverage plan insurance premium as follows:
  - (i) City contributions will be calculated based upon the employee's city sponsored health insurance coverage in effect on the employee's last day of employment.
  - (ii) Coverage for dependents is limited to those dependents covered on the employee's last day of employment. Coverage for dependents will not be continued after the person is no longer a dependent.
  - (iii) City contributions will cease twenty-four (24) consecutive months from the last day of the employee's employment, upon the death of the employee, or upon reaching the maximum city contribution, whichever occurs earlier.
  - (iv) City contributions are limited to a maximum amount of twenty-two thousand three hundred ninety-three dollars (\$22,393.00).

(d) Option 2.

- (1) A lump-sum payment of fifteen thousand dollars (\$15,000.00) deposited to the employee's health care savings account.
- (2) Continuation of the city's contributions to employee's city sponsored health care coverage plan insurance premium as follows:
  - (i) City contributions will be calculated based upon the employee's city sponsored health insurance coverage in effect at the employee's last day of employment.
  - (ii) Coverage for dependents is limited to those dependents covered at the employee's last day of employment. Coverage for dependents will not be continued after the person is no longer a dependent.
  - (iii) City contributions will cease thirty-six (36) consecutive months from the last day of the employee's employment, upon the death of the employee, or upon reaching the maximum city contribution, whichever occurs earlier.

(iv) City contributions are limited to a maximum amount of thirty-six thousand six hundred ninety-six dollars (\$36,696.00).

(e) *Rescission period.* An employee may rescind the election to participate pursuant to federal law, state law, civil service rules or collective bargaining agreement.

(f) *Payment.* Payment to the employee's health care savings account under this section will be made within thirty (30) days after the expiration of all applicable notice, waiver and rescission time periods.

(g) *Pension benefits impact.* To the extent permitted by law, the contribution will have no financial impact on the eligible employee's current or future pension benefits.

(h) *Employment ineligibility.* Employees who separate employment under the terms of this section are ineligible for future employment with a city department under council jurisdiction.